

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

October 20, 1972

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

This letter cancels and supersedes our letter of August 31, 1972 to you on the same subject.

Attached are proposed lines of progression in the Line, Services, and Station Departments of General Construction.

Title 305 of the Agreement, "Job Bidding and Promotion", specifically provides, among other things, that for appointment to a job vacancy an employee must be fully qualified to perform the duties of the job which is vacant. In applying the proposed lines of progression to the demotion and layoff procedures of Title 306 of the Agreement, it is Company's continuing intent to require an employee to be fully qualified to perform the duties of a classification prior to displacement or demotion into that classification.

If you are in accord with the foregoing and the attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. B. Bright*
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By *L. L. Mitchell*
Business Manager

September 25, 1973

LINES OF PROGRESSION

LINE CONSTRUCTION DEPARTMENT

CLASSIFICATION	OVERHEAD	UNDERGROUND	TOWER	TRUCK DRIVERS AND EQUIP. OPERATORS	LABOR	PAINT
Subforeman A	Wkg. Foreman B Lineman	Cable Splicer Lineman				
Subforeman B			Wkg. Foreman C			
Working Foreman B	Subforeman A Lineman					
Cable Splicer		Subforeman A Lineman				
TRACTOR OPER. A				Trac. Oper. B M.E.O.A Tr. Dr. L, H or L w/w		
Crane Operator				Trac. Oper. B M.E.O. A Tr. Dr. Ln. or Hvy.		
Shovel Digger Oper				Trac. Oper. B M.E.O. A Tr. Dr. Hy. or Ln.		

LINE OF PROGRESSION

LINE CONSTRUCTION DEPARTMENT

CLASSIFICATION	OVERHEAD	UNDERGROUND	TOWER	TRUCK DRIVERS AND EQUIP. OPERATORS	LABOR	PAINT
g. Foreman C			Subforeman B Carpenter A Wkg. Foreman D Towerman		Lab. Foreman A	Wkg. Frum. D
Lineman	Sub Foreman A Wkg. Foreman B Appr. Lineman	Sub Foreman A Cable Splicer Appr. Lineman				
Trac. Oper. B				Trac. Oper. A Hole Digger Oper. M.E.O. A Tr. Dr. Hvy. or Ln.		
Carpenter A			Wkg. Foreman C Carpenter B Carpenter C			
Digger					Faller	
g. Foreman D			Wkg. Foreman C Carpenter B Towerman Carpenter C	M.E.O. A	Lab. Foreman A	Wkg. Frum. C Painter
pr. Lineman	Lineman Groundman	Lineman Groundman		Tr. Driver, Light		

LINES OF PROGRESSION

LINE CONSTRUCTION DEPARTMENT

CLASSIFICATION	OVERHEAD	UNDERGROUND	TOWER	TRUCK DRIVERS AND EQUIP. OPERATORS	LABOR	PAINT
Carpenter B	<		Carpenter A Wkg. Foreman D Carpenter C			
Labor Foreman A	<		Wkg. Foreman D	Tr. Dr. Ln. Hvy. Lt. W/W	Wkg. Frmn. C Lab. Frmn. B Faller Powderman	
Towerman	<		Wkg. Foreman C Wkg. Foreman D Appr. Towerman			
M.E.O. A	<		Wkg. Foreman D	Trac. Oper. A Crane Oper. Hole Digger Oper. Trac. Oper. B Tr. Dr. Ln. Hvy. Lt. W/W M.E.O. B		
Painter	<					Wkg. Frmn. D New Hire
Tr. Driver Line Heavy & Light N/W	<		Steel Assy. Gdmn.	Trac. Oper. A. Crane Oper. Hole Digger Oper. Trac. Oper. B M.E.O. A Tr. Dr. Light M.E.O. B	Lab. Frmn. A	<

LINES OF PROGRESSION

LINE CONSTRUCTION DEPARTMENT

CLASSIFICATION	OVERHEAD	UNDERGROUND	TOWER	TRUCK DRIVERS AND EQUIP. OPERATORS	LABOR	PAINT
Appr. Towerman			Towerman Steel Assy. Gdmn. Helper			
Carpenter C			Carpenter B Wkg. Foreman D Levelman Steel Assy. Gdmn. Jackhammerman Helper	Tr. Dr. Light		
Labor Foreman B	Groundman			Tr. Dr. Light	Lab. Frmn. A Jackhammerman Second Faller	
Faller					Rigger Lab. Frmn. A Second Faller	
M. E. O. B			Carpenter C Jackhammerman	M.E.O. A Tr. Dr. Hvy., Lt. W/W Tr. Driver, Light M.E.O.C.		
Levelman			Wkg. Foreman D Carpenter C Steel Assy. Gdmn. Helper			
Steel Assy. Gdmn			Wkg. Foreman D Appr. Towerman Carp. C Levelman Jackhammerman Helper Laborer	Tr. Dr. Hvy., Lt. W/W Tr. Dr. Light		

LINES OF PROGRESSION

LINE CONSTRUCTION DEPARTMENT

CLASSIFICATION	OVERHEAD	UNDERGROUND	TOWER	TRUCK DRIVERS AND EQUIP. OPERATORS	LABOR	PAINT
Materialman	Materialman classification filled by appointment from G.C. classifications. Demotions from this classification are based on qualifications of incumbent.			Tr. Driver, Light		
Powderman					Lab. Frmn. A Jackhammerman	
Truck Driver, Light	Appr. Lineman Groundman	Appr. Lineman Groundman	Carpenter C Steel Assy. Gdmn. Jackhammerman Helper	M.E.O. A Tr. Dr. Hy., In., Lt. W/W M.E.O. B M.E.O. C	Lab. Frmn. B Second Faller Jackhammerman Laborer	
Second Faller				Tr. Driver, Light	Lab. Frmn. B Faller Laborer	
Jackhammerman			Carpenter C Steel Assy. Gdmn. Helper	M.E.O. B Tr. Dr. Light M.E.O. C	Lab. Frmn. B Powderman Laborer	
M.E. - O. C			Jackhammerman Helper	M.E.O. B Tr. Dr. Light		
Helper			Carpenter C Levelman Steel Assy. Gdmn. Jackhammerman Laborer	Tr. Dr. Light M.E.O. C		

LINES OF PROGRESSION

LINE CONSTRUCTION DEPARTMENT

CLASSIFICATION	OVERHEAD	UNDERGROUND	TOWER	TRUCK DRIVERS AND EQUIP. OPERATORS	LABOR	PAINT
Groundman	Appr. Lineman Laborer new hire	Appr. Lineman Laborer new hire		Tr. Dr. Light	Lab. Frmn. B	
Laborer	Groundman New Hire	Groundman New Hire	Levelman Steel Assy.Gdmn. Jackhammerman Helper new hire	Tr. Dr. Light M.E.O. C New Hire	Second Faller Jackhammerman New Hire	

LINES OF PROGRESSION
 GENERAL CONSTRUCTION SERVICES DEPARTMENT
 DAVIS GARAGE GROUP

Subforeman A

Subforeman B

Subforeman B

Subforeman A

Working Foreman C

Inspector, Mechanical, S.C., Davis

Mechanic, Lead, S.C., Davis (Note 4)

Mechanic, Equipment, S.C., Davis (Note 4)

Working Foreman C

Subforeman B

Inspector, Mechanical, S.C., Davis

Inspector, Mechanical,
 Service Center, Davis
 (Note 2)

Subforeman B

Working Foreman C

Mechanic, Lead, S.C., Davis

Mechanic, Equipment, S.C., Davis

Mechanic, Lead, Garage, Field

Mechanic A, Garage, Field

Mechanic, Equipment,
 Service Center, Davis
 (Note 1)

Subforeman B

Inspector, Mechanical, S.C., Davis

Mechanic, Equipment, Apprentice, S.C., Davis

Mechanic, Equipment,
 Apprentice, Service
 Center, Davis

Mechanic, Equipment, S.C., Davis

Garageman, S.C., Davis

Maintenanceman, Tool, S.C., Davis

Garageman,
 Service Center, Davis

(See Note 3)

None

Mechanic, Lead,
 Service Center, Davis

Inspector, Mechanical, S.C., Davis

Subforeman B (Note 4)

Mechanic, Equipment, S.C., Davis

Machinist,
 Service Center, Davis

Subforeman B (Note 4)

Inspector, Mechanical, S.C., Davis (Note 5)

Mechanic, Equipment, S.C., Davis

New Hire, Journeyman Machinist

Painter,
 Service Center, Davis

Maintenanceman, Tool, S.C., Davis

Garageman, S.C., Davis

Welder,
 Service Center, Davis
 (Temporary rate only)

Maintenanceman, Tool, S.C., Davis

Garageman, S.C., Davis

Davis Garage Group - continued

Foreman, Working D
(Parts)

Clerk, Routine Parts, S.C., Davis

Clerk, Routine Parts,
Service Center, Davis

Foreman, Working D (Parts)

Garageman, S.C., Davis
Maintenance man, Tool, S.C., Davis

Electrician,
Service Center, Davis

Electrician (Field-Station Dept.)

Welder, Arc

(Red Circle Rate)

Carpenter,
Service Center, Davis

Carpenter, Rough, S.C., Davis

Carpenter, Rough,
Service Center, Davis

Carpenter, S.C., Davis

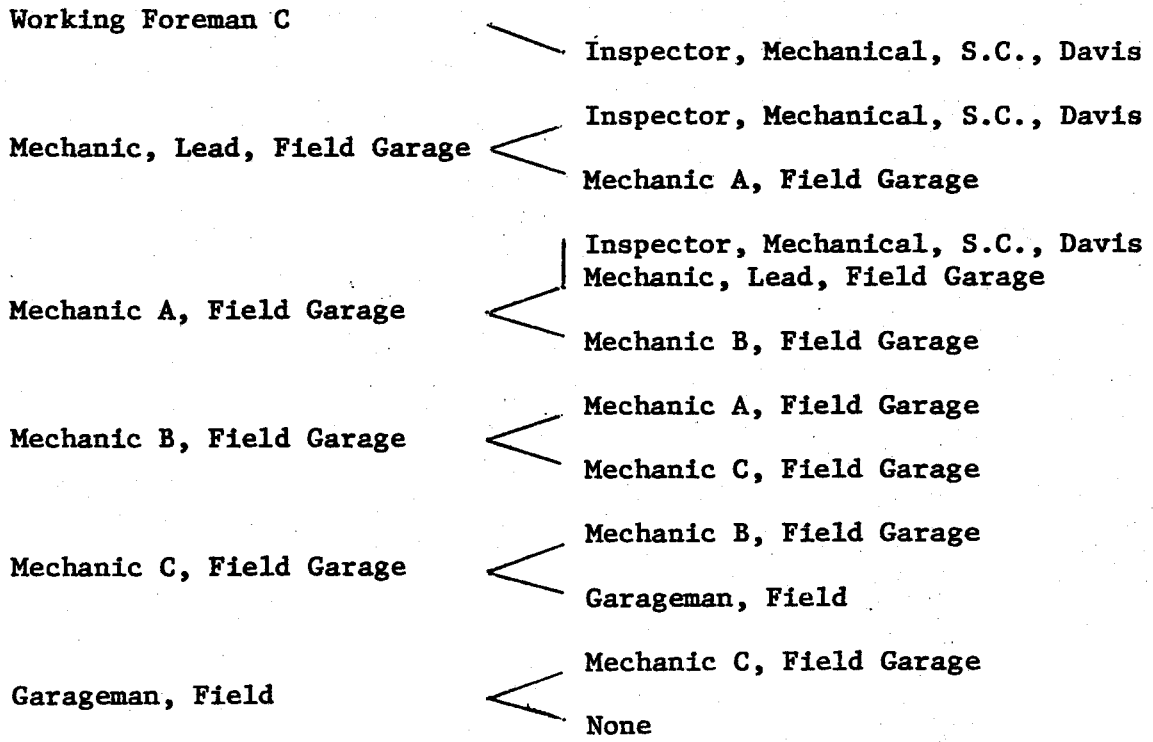
Garageman, S.C., Davis
Maintenance man, Tool, S.C., Davis

Maintenance man, Tool,
Service Center, Davis

(See Note 3)

Garageman, S.C., Davis

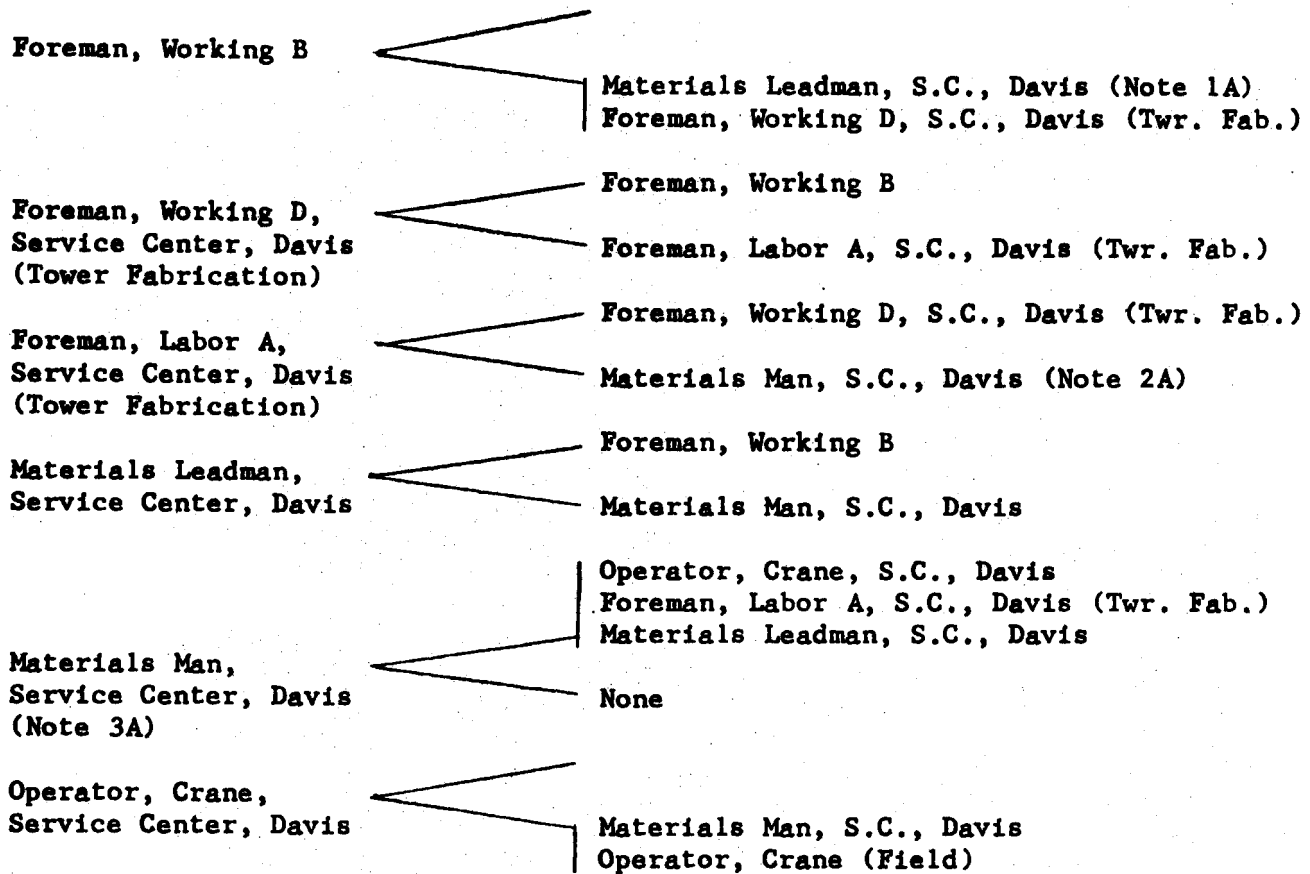
LINES OF PROGRESSION
GENERAL CONSTRUCTION SERVICES DEPARTMENT
FIELD GARAGE MECHANIC GROUP



NOTES

1. Mechanic A, Field Garage, can transfer into Mechanic, Equipment, Service Center, Davis; if no Mechanic, Equipment, Apprentice, is within 3 months of automatic progression.
2. Mechanic, Lead, Service Center, Davis; Mechanic, Equipment, Service Center, Davis; Mechanic, Lead, Field Garage; and Mechanic A, Field Garage, are all considered equally for progression to Inspector, Mechanical, Service Center, Davis.
3. Garageman and Maintenceman, Tool, Service Center, Davis, are considered equally for progression to Mechanic, Equipment, Apprentice, as well as for progressing to the following:
 - Painter, Service Center, Davis
 - Clerk, Routine Parts, Service Center, Davis
 - Welder, Service Center, Davis
 - Carpenter, Rough, Service Center, Davis
4. Mechanic, Equipment, Service Center, Davis, are to be considered equally with Inspectors, Mechanical, for progression to Subforeman B, provided they have served as Inspectors, Mechanical, for a minimum of six months.
5. Machinist, Service Center, Davis, progresses to Inspector, Mechanical, Service Center, Davis, only if he has served six months as a Mechanic, Equipment, Service Center, Davis, or Mechanic A, Field Garage, and is fully qualified in these classifications.

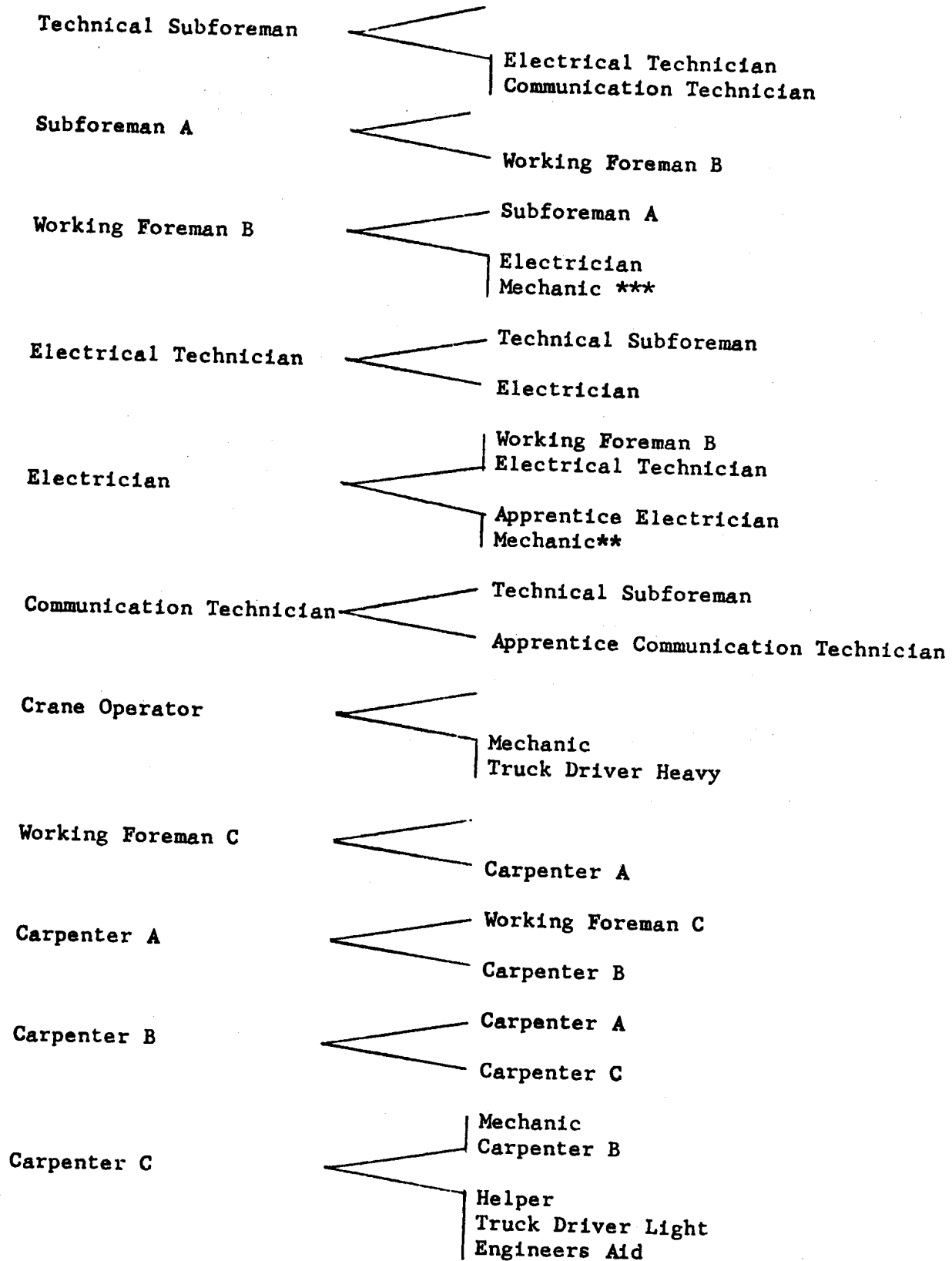
**LINES OF PROGRESSION
GENERAL CONSTRUCTION SERVICES DEPARTMENT
DAVIS WAREHOUSE GROUP**

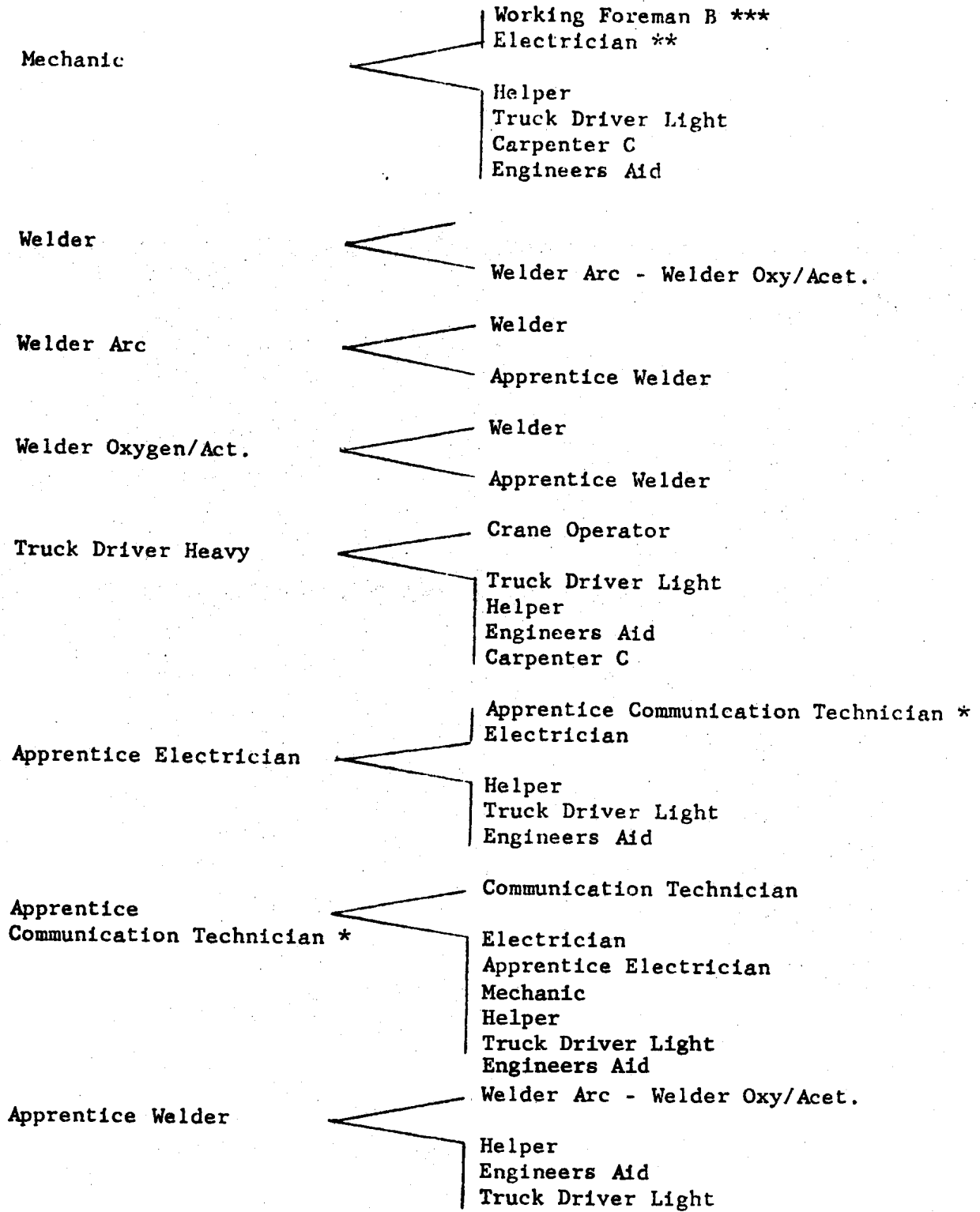


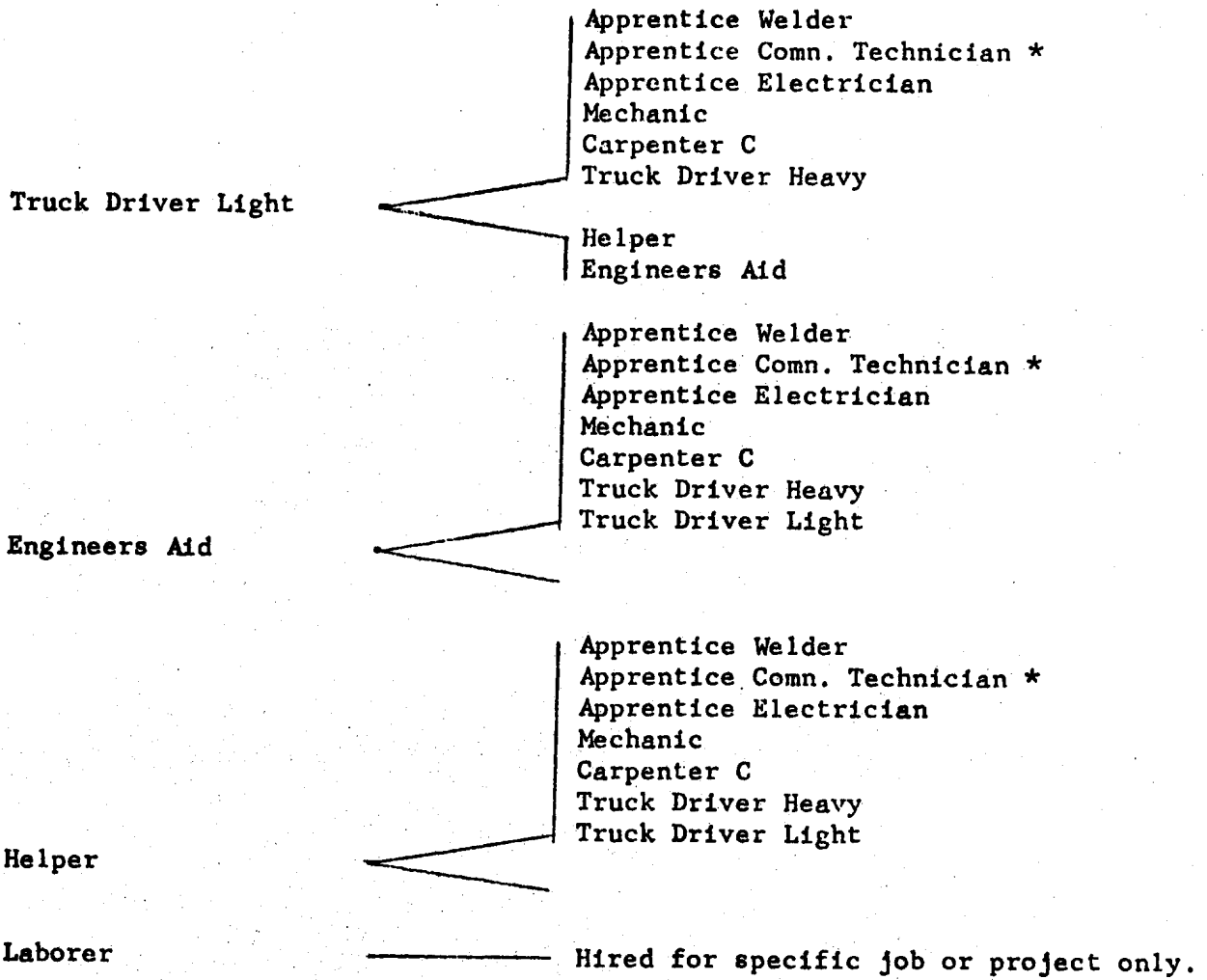
NOTES

- 1A Progression of Working Foreman D to Working Foreman B only if fully qualified by experience in the warehouse.
- 2A Progression to Labor Foreman A only if fully qualified by experience in Tower Fabrication.
- 3A New hires or transfers into the Materials Man classification will start in the tower fabrication section.

LINES OF PROGRESSION
 GENERAL CONSTRUCTION
 STATION CONSTRUCTION DEPARTMENT







* Qualifications include a valid FCC-2nd Class Commercial License or better.

** Per M. H. Chandler letter of 8/1/72.

*** Mechanics promoted to Working Foremen will be restricted to mechanical assignments.